

Thomson, David

From: Richard Kylberg [REDACTED]@arrow.com]
Sent: Wednesday, May 18, 2011 11:52 PM
To: Thomson, David
Subject: Re: Jim Deters involvement in Arrow process

Not worried...

Driving to agency in Shanghai now. Crazy out here.

See you soon, I hope!

Rich Kylberg
Sent from my Arrow iPhone

On May 19, 2011, at 10:07 AM, "Thomson, David" <[REDACTED]@state.co.us> wrote:

Rich

I understand this but Jim brought this up to me without any discussion. O will tell him that we cannot include him or others in discussions - he only wanted to help with trying to make Arrow the leader and to recognize Colorado

I will call him right now and discuss why we can't have him participate

David

How is shanghai? Did you meet with the ad agency?

Sent from my iPhone
[REDACTED] mobile
David Thomson

On May 18, 2011, at 7:59 PM, "Richard Kylberg" <[REDACTED]@arrow.com> wrote:

Thanks, David,

Arrow is under a confidentiality agreement with the State of Colorado, so please can you help me out by not discussing the potential relationship between Arrow and Colorado outside the confines of the agreement? I mentioned to both the Governor and Ken Lund that this has the potential to cause Arrow damage, and to spoil our discussions. I'm a bit surprised if you were unaware of this concern, and hope that anyone involved with this potential project can be brought up to speed on its confidential nature so that this doesn't blow up.

Anyway, at the right time, on the right topic, and under the right circumstances I'm happy to speak with anyone you suggest, including Jim.

I'm finishing up in Shanghai today, and return to Denver on Friday afternoon.

Hope you're well!

Rich Kylberg
Vice President, Corporate Communications

Thomson, David

From: Richard Kylberg [REDACTED]@arrow.com]
Sent: Wednesday, August 10, 2011 9:57 PM
To: Thomson, David
Cc: Ken Lund
Subject: RE: Letter Matter

No problem, David. I'm glad that you can see the mistake with this. In a different situation, this is the sort of snafu that could undermine a lot of the rest of the State's great efforts to attract companies.

Anyway, there's neither harm nor foul at Arrow, and I know that Mike will appreciate your response. As you know, we're really here to help the State out as much as anything else, and this is just a part of the learning process.

I think that I have some conversations with my colleagues in Melville during the days ahead, and hope that once we're past their assessment of the Deloitte study that we can start planning to pop some corks. Please just make sure for me that we don't send any more correspondence directly to the Board of Directors than is absolutely necessary.

I leave for Asia Saturday morning, and return Tuesday night. You can reach me by phone if you need to before or after that. I'm going to miss the next Committee meeting as a result of my travel commitment, but look forward to meeting with your team, John, and Ogilvy, in a couple of weeks.

Rich Kylberg
Vice President, Corporate Communications

From: Thomson, David [mailto:[REDACTED]@state.co.us]
Sent: Wednesday, August 10, 2011 7:59 PM
To: Richard Kylberg
Cc: Ken Lund
Subject: Re: Letter Matter

Rich
This is unfortunate as the intention was to have the letter of encouragement written and then used in the presentation. They sent this as a scanned version to us for your presentation. We had asked only for that and to send the original back to us. I did not know that it went to NY. In this approach, it seems like we are trying to do some extraordinary or unique approaches - we are listening to Arrow and trying to invent this style of attracting new business. In our attempt, we wanted to welcome Arrow from all political powers - as that is what we heard as important. It is unfortunate that the letter went to NY. We will do our best to resurrect this.... And show Arrow how much we want them here - and how much they will love Colorado once they are here
My apologies
David

Sent from my iPhone
[REDACTED] mobile
David Thomson

On Aug 10, 2011, at 7:31 PM, "Richard Kylberg" <[REDACTED]@arrow.com> wrote:

Dear Ken and David,

Mike Long grabbed me the other day and asked if I knew that the State's elected Senators and Representatives had sent a letter directly to the Arrow Board of Directors. I told him that I had seen a draft of the thing, but that I didn't know that this would actually be sent to the Board through Arrow's office in Melville, NY. I thought that I was looking at letters that formed the basis for a consolidated presentation, and not bits and pieces that were going to leak out one at a time.

As you know, Arrow is a public company, and Arrow's Legal team in Melville received this letter and immediately forwarded it to the Board members. For a number of them, and I suppose the employees in Melville who opened the letter, this was the first time that they had heard that Arrow was considering a move to Colorado. Mike told me that he would have appreciated the opportunity to tell the Board about the prospect first, before he was obligated to share it with them in the context of a formal letter.

Going forward, I will thank you for asking individuals and groups within the State to please refrain from communicating directly with the Arrow Board of Directors as they really aren't in a very good position to respond. At this point, Arrow's headquarters location remains a management matter that Mike would like to present to the Board in an orderly manner, as opposed to piecemeal through direct correspondence (that he hasn't seen in advance). How things are said is often as important as what is said, and sending this letter directly to the Board was a sub-optimal idea.

Mike mentioned that this matter caused no harm, but it did nothing good, either. So, a good idea, with good intentions, has simply backfired on us because of the way in which it was approached.

I hope that this makes sense to you, and if you have any questions about it, please give me a call.

Cheers,

Rich Kylberg

Vice President, Corporate Communications

Arrow Electronics, Inc.

7459 S. Lima St.
Englewood, CO 80112

██████████ (direct)
██████████ (fax)
██████████ (mobile)

Thomson, David

From: Richard Kylberg [REDACTED]@arrow.com]
Sent: Friday, August 12, 2011 7:22 AM
To: Thomson, David
Subject: Re: September 8th EDC meeting - Application and Data

Thanks, David. This is getting dopey, and moving sideways on us. We should have a meeting or call with you, me, and Ken Lund.

The Deloitte report is the (overt) reason Arrow stopped the EDC application process, and what seemed like an almost forgone conclusion has now become a question.

The State is not doing itself any favors here, my friend, and we should get together to try to stop the bleeding.

I fly to HK tomorrow, back Tuesday night.

Rich Kylberg
Sent from my Arrow iPhone

On Aug 11, 2011, at 11:01 PM, "Thomson, David" <[REDACTED]@state.co.us> wrote:

It is \$17 but that is very conservative on Arrow's side- meaning there are huge assumptions I am going to get this breakdown and see how real or more true this could be... I was shocked to see such high numbers all around. I am reviewing tomorrow - also, I wanted to give you the updated proposal tomorrow -
Sleep well
David

Sent from my iPhone
[REDACTED] mobile
David Thomson

On Aug 11, 2011, at 10:10 PM, "Richard Kylberg" <[REDACTED]@arrow.com> wrote:

Thanks. I was told by Melville that a CO move would cost Arrow \$20M. True?

Rich Kylberg
Sent from my Arrow iPhone

On Aug 11, 2011, at 8:45 PM, "Thomson, David" <[REDACTED]@state.co.us> wrote:

Yes... I have it in the office. I was on the phone with them for an hour yesterday I will send in the am

Sent from my iPhone
[REDACTED] mobile
David Thomson

Thomson, David

From: Richard Kylberg [REDACTED]@arrow.com]
Sent: Wednesday, August 17, 2011 6:28 AM
To: Thomson, David
Subject: Re: September 8th EDC meeting - Application and Data

Are you guys still working with Melville on anything? Do you know what Kim means NY executive conversations?

Rich Kylberg
Sent from my Arrow iPhone

On Aug 16, 2011, at 11:05 PM, "Thomson, David" <[REDACTED]@state.co.us> wrote:

Rich

Why I used the word protected is that I wanted to make sure Arrow got the tax credits before any announcements- or any actions. The credits are very strict and I was trying to make sure that you would get them

On Deloitte, I do not understand how your NY team got this before you did other than they had been working so closely to get the numbers and therefore knew all details before anyone else.

They only told us just after they finished the details with Arrow

We will be prepared to discuss on Thursday.

I am sorry for this continued derailment . This is a completely different approach to this as we are really trying to listen to what you said at the beginning- you want to help the state build a better way to attract businesses. I know that Colorado will be a great home for Arrow and I hope that you will continue to allow us to show you. Thank you David

Sent from my iPhone
[REDACTED] mobile
David Thomson

On Aug 16, 2011, at 9:49 PM, "Richard Kylberg" <[REDACTED]@arrow.com> wrote:

Hi, David,

Are you still working with the New York office on anything? My understanding is that they were helping you with the Deloitte study, and that was all. I have no idea how you guys have found yourselves caught between the New York and Colorado offices of Arrow, but maybe you'll learn some important lessons from this. Who put Kim Tedesco in charge of scheduling executive meetings around this issue?

- 1) The State was told early on to go through me on all matters related to a potential move,
- 2) For the Deloitte project, I connected your team with Michael Casale and that's the last I've heard on things,
- 3) For some reason, the results of the Deloitte project were communicated to our team in New York as opposed to me (I had the results relayed to me by them rather than the State (stupid), and this stopped the filing), and
- 4) Now things may have been messed up.

I don't understand why Arrow needs to be protected if it decides to move to Colorado. What's that about?

This project has jumped off the rails somehow, and I look forward to meeting with you and Ken to learn what's going on.

Rich Kylberg
Vice President, Corporate Communications

From: Thomson, David [mailto:██████████@state.co.us]
Sent: Tuesday, August 16, 2011 3:15 PM
To: KIM TEDESCO
Cc: MICHAEL CASALE; Richard Kylberg
Subject: FW: September 8th EDC meeting - Application and Data

Kim

I hope that you are well.

I realize that this has been an interesting process.

I just wanted you to know that we are here to help. I feel that I may be caught between the New York offices and the Colorado offices. My concern is to make sure that Arrow is protected if they decide to move to Colorado.

Thank you again.

David

From: KIM TEDESCO [mailto:██████████@arrow.com]
Sent: Tuesday, August 16, 2011 1:42 PM
To: Tatro, Shela
Cc: Kotrlik, Alice; Thomson, David; MICHAEL CASALE
Subject: RE: September 8th EDC meeting - Application and Data

Hi Shela,

Thanks for the note. This got stuck in my outbox. I am on vacation next week, look forward to catching up when I return.

Enjoy the weekend,

-Kim

Thomson, David

From: Richard Kylberg [REDACTED]@arrow.com]
Sent: Thursday, October 06, 2011 8:41 AM
To: Thomson, David
Cc: Lund, Ken
Subject: RE: Arrow's Write Up

Excellent, David! Thank you.

We'll start chilling the champagne....

Rich Kylberg

Vice President, Corporate Communications

From: Thomson, David [mailto:[REDACTED]@state.co.us]
Sent: Thursday, October 06, 2011 8:26 AM
To: Richard Kylberg
Cc: [REDACTED]@state.co.us
Subject: RE: Arrow's Write Up

Rich
Congratulations!
The EDC approved the job growth tax credit
We are looking forward to the celebration next week.
Thank you for your patience.
David

From: Thomson, David
Sent: Monday, October 03, 2011 4:03 PM
To: 'Richard Kylberg'
Cc: [REDACTED]@state.co.us
Subject: Arrow's Write Up

Rich
Here is the write up that will be presented to the EDC. Ken will be calling you to discuss this. We are sensitive to your desires regarding public information.
Please call me if you have questions. At this time, the EDC meeting is to take place at 8am on Thursday via a conference. If you would like to join this call, please advise and I will send you the call in number. I can represent you and I feel very confident that I will get this done.
David



David Thomson

>>> What is Patricks email?

>>>

>>> Sent from my iPhone

>>> [REDACTED] mobile

>>> David Thomson

>>>

>>> On Oct 4, 2011, at 6:33 AM, Craig Piper <[REDACTED]@denverzoo.org> wrote:

>>>

>>>> David - the primary people I would like involved from our team would be Patrick Phelan who heads our events team and his staff. They are the experts on our event logistics and facilities. Roxanne is our corporate relations manager. I'll have her help out as well.

>>>>

>>>> Craig

>>>>

>>>> Sent from mobile device

>>>>

>>>> On Oct 3, 2011, at 5:46 PM, "Thomson, David" <[REDACTED]@state.co.us> wrote:

>>>>

>>>>> Craig

>>>>> Thank you.

>>>>> I wanted to confirm all details before writing you.

>>>>> I had the Governor speak to Mike to confirm. We are all good to go.

>>>>> I will work with Leda from Arrow and your team- Roxanne Davis.

>>>>> The idea would be to have a reception from 4:30-6:30 (or sundown).

>>>>> The actual announcement would be at 5:30.

>>>>> I will call Leda tomorrow to start the process.

>>>>> Thank you and CONGRATULATIONS to you as well.

>>>>> Very much looking forward to this.

>>>>> David

>>>>>

>>>>>

>>>>> -----Original Message-----

>>>>> From: Craig Piper [mailto:[REDACTED]@denverzoo.org]

>>>>> Sent: Monday, October 03, 2011 1:01 PM

>>>>> To: Thomson, David

>>>>> Cc: Getzel, Edaan

>>>>> Subject: RE: Arrow Electronics event at the Denver Zoo

>>>>>

>>>>> David - I just had a call from Mike Long letting me know that they have definitely decided to relocate headquarters to Colorado. Congratulations. He told me several times that he was very pleased in working with the Governor and your team in the process.

>>>>>

>>>>>

>>>>> He told me they were working toward an October 11 announcement. I let him know we were ready to help make it happen and that we'd been advised by you to be prepared to jump (I didn't go into details of our discussions regarding potential dates).

>>>>>

>>>>> I'm ready to work with you on shaping this event. Mike told me Rich Kylberg would be the contact coordinating at Arrow's end. I think it would be best for us to meet at the zoo with my team so we can plot out the event.

>>>>>

>>>>> Craig

>>>>>

>>>>>

>>>>> -----Original Message-----

>>>>> From: Thomson, David [mailto:[REDACTED]@state.co.us]

>>>>> Sent: Wednesday, September 21, 2011 11:04 PM

>>>> To: Craig Piper
>>>> Cc: Getzel, Edaan
>>>> Subject: Re: Arrow Electronics event at the Denver Zoo
>>>>
>>>> Craig
>>>> I you could look at the last week of October too. Thanks David
>>>>
>>>> Sent from my iPhone
>>>> [REDACTED] mobile
>>>> David Thomson
>>>>
>>>> On Sep 21, 2011, at 11:03 PM, "Craig Piper" <[REDACTED]@denverzoo.org> wrote:
>>>>
>>>>> Edaan - I'll check our zoo calendar when I get to the office in the morning. I'm sure we can find a date and location that will work. I'll be in touch ASAP.
>>>>>
>>>>> Craig
>>>>>
>>>>> Sent from mobile device
>>>>>
>>>>> On Sep 21, 2011, at 2:24 PM, "Getzel, Edaan" <[REDACTED]@state.co.us<mailto:edaan.getzel@state.co.us>> wrote:
>>>>>
>>>>> Good Afternoon Craig,
>>>>>
>>>>> David Thomson asked me to contact you regarding the Arrow Electronics event that you and he had discussed a month or so back.
>>>>>
>>>>> I wanted to reach out to you because we think Arrow is ready to announce soon, and we wanted to check in with you to see if there were a few dates at the beginning of October that would work to have this event. Perhaps there is an exhibit that you are opening over there that you would like to get some publicity for?
>>>>>
>>>>> We are thinking that this event could have around 1000 people. Governor Hickenlooper will be in attendance along with the Senators and Congressmen from Colorado.
>>>>>
>>>>> We would also like to start working on putting together the logistics for this event (catering, setup, etc).
>>>>>
>>>>> If you have any questions, please don't hesitate to contact me.
>>>>>
>>>>> Thanks for all your help.
>>>>>
>>>>> Edaan Getzel
>>>>> [REDACTED]
>>>>>
>>>>> From: Craig Piper [mailto:[REDACTED]@denverzoo.org]
>>>>> Sent: Thursday, August 04, 2011 3:00 PM
>>>>> To: Thomson, David
>>>>> Cc: Getzel, Edaan
>>>>> Subject: RE: my contacts
>>>>>
>>>>> David - Glad you like the letter. We're happy to help. As to the hold date, I've got a hold on the zoo's largest indoor space (in case we have inclement weather) and several other outdoor venues - zoo entrance plaza, Predator Ridge exhibit (Arrow currently is a sponsor of the lion habitat), our current elephant exhibit (we could have Mimi and Dolly the elephants help with the announcement if you like). The Asian Tropics construction site could

also be a possibility. We are hosting an event in honor of our lifetime trustees on September 22nd in one of the future elephant habitats within Asian Tropics. We will have a tent on site for that event. We might be able to do the announcement from that same spot, but, I'll need to check with our team on the event set up schedule.

>>>>>

>>>>> My assistant simply put a hold on the locations in my name with no description so that no one will have an inkling of the event. It's common for staff to see holds for me as I plan to host potential donors/events so it doesn't raise questions. I figured when you're ready, we can walk the various locations with your team and determine what works best in your mind. We've got a great events team that will do everything they can to help make this a superlative event.

>>>>>

>>>>> Craig

>>>>>

>>>>>

>>>>> From: Thomson, David [mailto:██████████@state.co.us]

>>>>> Sent: Thursday, August 04, 2011 2:51 PM

>>>>> To: Craig Piper

>>>>> Cc: Getzel, Edaan

>>>>> Subject: RE: my contacts

>>>>>

>>>>> Craig

>>>>> On the hold date- what are you thinking?

>>>>> Is there some way to work with the Asian part or is there just too much construction?

>>>>> What other areas are you thinking about?

>>>>> Again, this has to be VERY confidential- even with Mike Long and

>>>>> Rich Kylberg Thank you David

>>>>>

>>>>>

>>>>> From: Craig Piper [mailto:██████████@denverzoo.org]

>>>>> Sent: Thursday, August 04, 2011 11:32 AM

>>>>> To: Thomson, David

>>>>> Cc: Getzel, Edaan

>>>>> Subject: RE: my contacts

>>>>>

>>>>> David - I have our letter ready for you. Would you like us to courier the original to you or would you prefer an electronic scanned version via e-mail?

>>>>>

>>>>> We also have placed a confidential hold on a number of zoo facilities that might be useful for an announcement on September 21. Once a decision is made, we'll be happy to have our events team work with you and your team to detail the event.

>>>>>

>>>>> Craig

>>>>>

>>>>>

>>>>> Craig Piper

>>>>> President/CEO

>>>>> Denver Zoological Foundation, Inc.

>>>>>

>>>>> Phone: ██████████

>>>>> e-mail: <mailto:██████████@denverzoo.org>

>>>>> ██████████@denverzoo.org<mailto:██████████@denverzoo.org>

>>>>>

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